

U → C 5/31/18

**2018 ABMEI NEGOTIATIONS  
UNION PROPOSAL "B"**

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**Term**

Three Year Term, Starting date to be July 1, 2018 – June 30, 20<sup>21</sup>~~12~~

**Wages**

- *Effective July 1, 2018. All salary ranges for full time employees in classifications associated with this contract shall be increased with an approximate 3% non-pensionable ongoing compensation increase and an approximate 3% pensionable ongoing compensation increase. All employees shall receive these increases effective the pay period following ratification and Council approval.*
- *Effective June 30, 2019. All salary ranges for full time employees in classifications associated with this contract shall be increased with an approximate 3% pensionable ongoing compensation increase.*
- *Effective June 28, 2020. All salary ranges for full time employees in classifications associated with this contract shall be increased with an approximate 3% pensionable ongoing compensation increase.*

**Education and Professional Incentives**

Previous MOA Language to be modified as follows,  
*All employees with permanent status covered by this MOA shall be eligible to receive Education and Professional Incentives regardless of probationary status. (See Attached)*

**Bilingual Pay**

Previous MOA Language to be modified as follows,  
*5.12.4 Each employee who meets the above eligibility requirements shall be compensated for performing oral communication or sign language duties at the rate of sixty dollars (\$60.00) per biweekly pay period or for performing written and oral translation duties at the rate of eighty dollars (\$80) per biweekly pay period for each pay period actually worked.*

**Premium Pay**

(See Attached)

**Union Release Time**

(See Attached)

## 2018 CITY OF SAN JOSE – ABMEI NEGOTIATIONS

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### CITY PROPOSAL – EDUCATION AND PROFESSIONAL INCENTIVES

City Proposed Language:

#### ARTICLE 5.9 EDUCATION AND PROFESSIONAL INCETIVES

##### 5.9 Educational and Professional Incentives

5.9.1 Educational and Professional Program: The City will reimburse each employee one-hundred percent (100%) of expenses incurred, up to \$1000.00 per fiscal year, for registration, tuition, fees, and textbooks for college accredited courses which are either related to or beneficial for the employee's current position or related to or beneficial for a lateral transfer, promotion or other career opportunity within the City service as approved by the Department Director or designee. Of the \$1000.00 amount, up to \$600.00 may be used for code books, code commentary, code related study guides, professional reference books, and professional reference standards, non-college accredited courses, Continuing Education Units, Adult Education Classes, workshops, membership dues in professional associations, professional licenses, and professional certificates which are either related to or beneficial for the employee's current position or related to or beneficial for a lateral transfer, promotion or other career opportunity within the City service, as approved by the Department Director or designee. City Policy Manual Section 4.3.1, Education Reimbursement, outlines additional details of the program.

5.9.1.1 Permanent employees serving a promotional probationary period shall be eligible for the Educational and Professional Program.

## 2018 CITY OF SAN JOSE – ABMEI NEGOTIATIONS

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### CITY PROPOSAL – PREMIUM PAY

City Proposed Language:

#### ARTICLE 5.16      PREMIUM PAY

##### 5.16    Premium Pay

Employees shall receive a professional achievement incentive of 1.0% (paid biweekly) in addition to their base salary as follows. In order to receive the professional achievement incentive, the employee must hold commercial certifications in all four trade areas (Building, Plumbing, Mechanical and Electrical). This non-pensionable premium pay becomes effective the first full pay period after the date of an approved application is received by the Payroll Department.

**CITY PROPOSAL – UNION RELEASE TIME**

City's Proposed Language:

**ARTICLE 35 UNION RELEASE TIME**

35.1 City Paid Union Release Time (URT). The designated bargaining unit representative(s) shall use the City Paid Union Release Time (URT) payroll code for any paid time off eligible for release time from regular City duties to attend authorized meetings. Upon request by the City, the bargaining unit representative(s) shall provide the City with a general explanation of the business conducted when the URT code is used.